



County of Los Angeles Public Defender Search

Open for Applications starting:
July 31, 2017

First consideration given to applications received before:
September 8, 2017



ABOUT THE COUNTY OF LOS ANGELES

The County of Los Angeles, listed by *Forbes* as one of America's Best Employers for 2015, 2016 and 2017, is the largest employer in Southern California with more than 109,000 employees in over 35 departments. The County provides vital, wide-ranging services to a diverse population of 10 million residents. The County offers a remarkable opportunity for an individual with a successful track record in promoting justice and equity through the management of a public or private legal agency or a law firm engaged in criminal litigation.

THE OPPORTUNITY

Reporting to the elected Board of Supervisors, the Public Defender directs the work of over 1,152 employees, including 708 attorneys, with a budget of \$215 million and provides free legal defense for those who cannot afford counsel. The Public Defender is a recognized leader and collaborative partner within the County – working with social services agencies, community-based partners, law enforcement, and others – to represent adults and youth in criminal cases, as well as assist their individual clients in obtaining the best and most humane outcomes.

From its beginnings over 100 years ago as the first office of its kind in the nation, the Los Angeles County Office of the Public Defender has initiated strategic collaborations with stakeholders in the adult and juvenile justice systems at national, State, and local levels. Its innovative approaches have resulted in more effective legal representation of its clients and culminated in award-winning recognition. The Office of the Public Defender has 40 locations throughout Los Angeles County.

Promoting a team-based approach to representing clients who may otherwise be limited in receiving justice, the Public Defender's Office also provides assistance in felony and misdemeanor proceedings to youth in Juvenile Court proceedings, and to adults and youth in Mental Health Court proceedings.

Our ideal candidate has demonstrated success creating and sustaining partnerships with a diverse group of stakeholders that reflect the County's values of protecting and serving the residents of Los Angeles County, whatever their circumstances may be. The individual selected is an innovative and visionary leader. The candidate we seek has extensive knowledge of current trends and developments in holistic representation for adults and youth, such as restorative justice, with a specific emphasis on juvenile justice.

The Public Defender's Office also devotes its resources to facilitate broad justice system improvements for all of its clients, including best and promising practice programs and initiatives designed to produce positive lifestyle outcomes for children, adults, their families and the communities in which they reside.

THE POSITION

The Board of Supervisors for Los Angeles County is seeking a dynamic professional with appropriate legal experience in California. The ideal candidate will have demonstrated success – a preferred minimum of 10 years – managing a large-scale metropolitan legal office, and will possess expertise in the management of business affairs, including budget and other administrative duties, and supervisory responsibility of attorneys handling criminal cases.

The appointee must have been a practicing attorney in California for at least the year immediately preceding the date of the appointment. U.S. citizenship is required for appointment to this position.



The new Public Defender should:

- Have successful experience leading a holistic, client-based representation model, including addressing the specific needs of youth, victims of sex-trafficking, clients with behavioral health needs, veterans, and others who lack a strong voice within their community.
- Be driven by dedication to achieve individualized justice for diverse populations, with an established record of validated commitment to social justice.
- Possess demonstrated ability to create strong working relationships with judicial officers and the District Attorney, Sheriff, Probation and others to develop creative solutions that protect public safety, save taxpayer money, and best serve client interests.
- Have a record of fostering employee training and development, as well as creating an environment of employee engagement and high morale.
- Be knowledgeable and proficient in vigorously pursuing information allowed by Brady v. Maryland when working with prosecutors and law enforcement to obtain exculpatory evidence on behalf of clients.
- Possess confirmed proficiency in managing the uniquely challenging budget of a large public agency, and a track record as an innovative thinker extending limited resources to meet the changing needs of the County and its constituents would also be valuable.
- Exhibit comprehensive knowledge of management control systems, financial planning and information technology, which includes working with consultants to implement major technology projects.
- Have advanced education in public administration, social work, business administration, or criminal law.
- Have experience serving in the capacity of Public Defender, Special Counsel to the Public Defender, Chief Deputy Public Defender, Assistant Public Defender, or other relevant experience.
- Have existing relationships with legislative bodies.
- Meet regularly and work with a variety of elected officials, government representatives, community representatives, judges, law enforcement officers and other stakeholders.
- Demonstrate creativity and innovation in the solution of complex problems.
- Possess demonstrated leadership ability, including working effectively with diverse community groups and with various segments of the criminal justice system.
- Keep informed of developments in State and federal legislation impacting the Public Defender and/or Los Angeles County.
- Serve as an advisor to staff attorneys and work with the staff in the preparation and trial of assigned cases.
- Be available to assist staff attorneys by acting as co-counsel as opportunity and/or need presents.
- Attend trainings and events provided by bar associations.
- Encourage and promote zealous representation of clients.



COMPENSATION & BENEFITS

Annual Salary: \$286,899 to \$434,245

The appointee will receive an annual salary commensurate with qualifications, as well as an excellent choice of employee benefit programs.

The package includes:

- **Retirement Plan** – New appointees will participate in a contributory defined benefit plan.
- **Cafeteria Benefit Plan** – The County funds its cafeteria plan using a tax-free contribution of an additional 19% of the employee's monthly salary.
- **Flexible Spending Accounts** – In addition to tax-free medical and dependent care spending accounts, the County contributes \$75 per month to an employee's dependent care spending account.
- **Savings Plan (401k)** – Optional tax-deferred income plan that may include a County matching contribution up to 4% of employee's salary.
- **Deferred Compensation Plan (457)** – Optional tax-deferred income plan that may include a County matching contribution up to 4% of employee's salary.
- **Holidays** – 12 paid days per year.
- **Transportation Allowance**
- **Split Dollar Life Insurance**

HOW TO APPLY

- The position will be open from **July 31, 2017** until filled.
- First consideration will be given to applications received before **September 8, 2017**.

Please submit your cover letter, resume and any confidential inquiries to the County's search consultants, Korn Ferry, by email to: **LACountyPublicDefender@kornferry.com**

KORN FERRY CONTACTS

John Amer, Esq.
Senior Client Partner

Liz Zessman, Esq.
Senior Consultant

1900 Avenue of the Stars, Suite 2600
Los Angeles, California 90067
310-556-8577 Office
John.Amer@kornferry.com
Liz.Zessman@kornferry.com